

UNITED STATES COURT OF APPEALS
FOR THE EIGHTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No. 18-1659
v.	:	
	:	Board Case Nos.:
JAMES MULLIGAN PRINTING COMPANY	:	14-CA-201194
	:	14-CA-204833
Respondent	:	

JUDGMENT ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD

Before:

This cause was submitted upon the application of the National Labor Relations Board for summary entry of a judgment against Respondent, James Mulligan Printing Company, its officers, agents, successors, and assigns, enforcing its order dated January 29, 2018, in Case Nos. 14-CA-201194 and 14-CA-204833, and the Court having considered the same, it is hereby

ORDERED AND ADJUDGED by the Court that the Respondent, James Mulligan Printing Company, their officers, agents, successors, and assigns, shall abide by said order (See attached Order and Notice).

Mandate shall issue forthwith.

DATED:

NATIONAL LABOR RELATIONS BOARD

v.

JAMES MULLIGAN PRINTING COMPANY

ORDER

James Mulligan Printing Company, St. Louis, Missouri, their officers, agents, successors, and assigns, shall

1. Cease and desist from

- (a) Refusing to bargain in good faith with the Union, Graphic Communications Conference International Brotherhood of Teamsters, Local 6-505M, by failing and refusing to furnish it with requested information that is relevant and necessary to the performance of its function as the exclusive collective-bargaining representative of Respondent's employees in the following appropriate unit:

All employees whose job classification and scale of wages are set forth in the collective bargaining agreement . . . including all production work for lithographic film processes and offset press printing as well as complex equipment in the Bindery Department. All other employees are excluded: sales, professional, office and clerical, non-working supervisors and plant superintendents.

- (b) In any like or related manner interfering with, restraining, or coercing employees of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

- (a) Furnish the Union with the following information it requested in its correspondence dated January 24, February 8, March 9, March 17, March 29, June 6, and August 8, 2017: (1) the employment status of unit employee Scott Danback and the date his employment ended; (2) a listing of layoff days per unit employee in the press department and bindery department since January 1, 2017; and (3) the date unit employee Corey Hill last worked for Respondent.

- (b) Within 14 days after service by the Region, post at its facility in St. Louis, Missouri, a copy of the attached notice marked “Appendix.” Copies of the notice, on forms provided by the Regional Director for Region 14, after being signed by the Respondent’s authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, the notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. In the event that, during the pendency of these proceedings, the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since January 24, 2017.
- (c) Within 21 days after service by the Region, file with the Regional Director for Region 14 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

APPENDIX

NOTICE TO EMPLOYEES

**POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES
COURT OF APPEALS ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government**

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union

Choose representatives to bargain with us on your behalf

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities.

WE WILL NOT fail and refuse to bargain collectively and in good faith with Graphic Communications Conference International Brotherhood of Teamsters, Local 6-505M (Union), by failing and refusing to furnish it with requested information that is relevant and necessary to the performance of its function as the exclusive collective-bargaining representative of Respondent's employees in the following appropriate unit:

All employees whose job classification and scale of wages are set forth in the collective bargaining agreement . . . including all production work for lithographic film processes and offset press printing as well as complex equipment in the Bindery Department. All other employees are excluded: sales, professional, office and clerical, non-working supervisors and plant superintendents.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL furnish the Union with the information it requested on January 24,

February 8, March 9, March 17, March 29, June 6, and August 8, 2017.

JAMES MULLIGAN PRINTING COMPANY

(Employer)

Dated: _____ By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov.

1222 Spruce Street, Room 8.302, Saint Louis, MO 63103-2829
(314) 539-7770, Hours: 8 a.m. to 4:30 p.m.

The Administrative Law Judge's decision can be found at www.nlr.gov/case/14-CA-201194 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, (314) 449-7493